

THE SOURCE

DIVERSITY: LATERAL KINDNESS

My name is Lee Fraser and I work at the City of Delta as an Application Centre Technician in the Community Planning & Development Department. I have been a member of CUPE 454 for the past twenty-one years. I have held several positions for CUPE 454 including Job Steward, Second Vice



I am a Metis woman, and I have experienced discrimination and lateral violence. I have also felt blanketed by unconditional love, acceptance, and inclusion. I am one of the lucky ones. I have the support of my whole family, my team at work, and my union executive.

President, and Trustee. I have served on several committees, and served a term on the CUPE BC Aboriginal Working Group. At home, I am a mother of 3 and a grandmother of 4. I am an elected representative of the Metis Nation BC – I am the Region 2 (Lower Mainland) Women's Representative.

I am feeling hopeful for reconciliation and lateral kindness to continue in 2019.

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HEALTH & SAFETY—PRESENTEEISM

Do you go to work sick or injured, when you should stay home and recover? Is it because you are so passionate about your work? Is it a sense of loyalty to the employer or are you fearful to miss a day at work because there is an enforced, attendance management policy in place?

Enjoying one's chosen profession is wonderful; everyone should feel good about the work they do. Loyalty is also commendable, however, if you are injured, ill or experiencing physical or mental illness, you may be doing harm to yourself or others by going to work.

Presenteeism, the opposite of absenteeism, is a workforce issue which has received little, or no attention. Several studies have shown costs to work productivity, increased worker error rates and even financial costs to the employer are significant with presenteeism.

From a health and safety perspective, it is irresponsible to go to work sick and spread illness to co-workers or the general public. Some of your co-workers may have compromised immune systems or take the illness home to others more vulnerable, with dire consequences.

The recent measles outbreak is a good example of how a dangerous, infectious virus can spread to vulnerable members in society, babies and children not fully vaccinated.

According to WorkSafe BC an employer must protect workers from all work-related hazards, including exposure to infectious diseases (Workers Compensation Act, Division 3, Section 115). A responsible employer will encourage workers to stay home and set standards in place with supervisors and managers to send home anyone showing up to work presenting signs of illness.

Auxiliary workers do not have paid sick leave and due to financial considerations, may go to work regardless of their physical or mental well-being. This is a serious issue for consideration. How do we remedy the situation of the Auxiliary Worker and their financial vulnerability when they are sick or injured?

A recent survey completed by CUPE 454 Members revealed 59% of our members go to work sick or injured due the attendance management policy currently in place.

- Kathleen Ladislaus

Diversity—continued


For the past four years, I have coordinated a beading and moccasin making workshop each year, through funding from the Vancouver Coastal Health Region Aboriginal Health initiative. By sharing our culture and our time together, we have built community, which is so important for mental health. Please see the photograph above of the circle of moccasins made by our Metis women attending the workshops. I am honored to call many of these women my friends and we get together monthly to bead and share our stories.

On November 9, 2018, I was privileged to make a presentation on behalf of Metis Women BC to the Special Rapporteur to the United Nations on the right of everyone to the enjoyment of the highest attainable standard of physical and mental health. I spoke about the disparity in health care between northern BC and southern BC, and also about the importance of Lateral Kindness. It was a one-on-one presentation with only about 8 people in the room, also waiting to present on various aspects of indigenous health care, youth in care etc.

His recommendations will be made to the Prime Minister, and while they will not form policy, they can be used as reference material to apply for funding for future programming to assist in health care initiatives for physical or mental health.

In the past two years I was privileged to attend two events regarding the Missing and Murdered Indigenous Women and Girls (MMIWG) – one as a witness to the families giving testimony, and one focus group which was to gather Metis specific ideas for inclusion. I was saddened to learn how the Metis have been left out of the official discussion. In September 2018 the Minister offered Metis women a chance to tell our stories in Edmonton but unfortunately our national Metis Women's President, Melanie Omeniho, (LFMO) boycotted the event so we were unable to attend. The boycott was due to a lack of communication or inclusion of the Metis people, and there were to be no decision makers at the Edmonton event – it was just basically for optics but not really for including the Metis in the ongoing process.

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*Jointly supported for your wellbeing by
 The Corporation of Delta and CUPE Local 454*

The EFAP is available, without cost, to all employees and/or dependent members of their immediate families. Together, CUPE Local 454 and City of Delta provide this service.

You can contact the Employee and Family Assistance Program by telephone 24 hours a day, 7 days a week. Meeting locations and times will be arranged around your schedule.

Access to the program may include:

- Parent/Child Conflict
- Relationship difficulties
- Alcohol or Drug problems
- Anxiety/Stress/Depression
- Grief/Bereavement
- Referral suggestions for Legal or Financial concerns

PRESIDENT'S MESSAGE

It's been an exciting summer working on many bargaining strategies starting with the workplace survey that was put out. The survey had an amazing response from the Members, it was great to see such participation and the feedback from this information will be beneficial to our team. We will be using it to help build the bargaining proposals for 2020. We have been working hard at removing barriers and creating inclusivity for our members starting with a working group that I am currently putting together consisting of members at large only to help create our bargaining survey and craft the direction we go in this round of collective bargaining. It is important to me as the President of CUPE 454 that we involve everyone in bargaining because the more we work collectively the stronger we will be. We will also be training all our Job Stewards and Executive Members on September 16th and 17th so we will have an amazing and strong team leading into this next round of bargaining. I am super excited to get into 2020 with this new and collaborative effort with all members of 454.

Recently, regarding the OT Procedure, we are currently working with the Employer and providing input in the updating of the OT Procedure.

We have had very meaningful discussions around the subject and there is a great opportunity for the Union to be a part of these meetings. We have had several meetings with the employer to discuss AMP issues, which have been very beneficial. The employer is listening to comments that we are voicing on behalf of CUPE 454 members. We are continually working on and building good labour relations. We have scheduled labour management meetings for the next 2 years to keep the labour issues and attendance management issues at the table.

I am also excited to say I was honoured to be elected to the position of Regional Vice President of CUPE British Columbia at the Convention in May 2019. This will give CUPE 454 an excellent opportunity to be heard at the executive board. This position allows me to fight for our members along with all members of CUPE BC on a global platform. I work tirelessly with the help of my co-committee members at CUPE BC and CUPE National to draft and put forward amazing resolutions around attendance management and violence in the workplace. These important resolutions directly impact our members globally and locally for the future.

I will keep being a voice for 454 at these conventions, committee meetings and executive board meetings and represent with strength and integrity. I recently attended the Western Municipal Conference where I was honoured to be invited by CUPE to sit on a panel along with the President of CUPE 1004 and CUPE 2010 to discuss the road to bargaining and community awareness campaign with all the western municipal locals. It was an amazing experience to share strategies and gain knowledge from the tough questions that the presidents and officers in the room brought forward to myself and the other panel members.

In closing, I have been blessed with the opportunity to serve CUPE 454 members and am very excited to see what 2020 brings and where the bargaining road and negotiations will lead us to. I look forward to seeing all of you out in your workplaces and to have in depth conversations around bargaining and any workplace issues.

In Solidarity,

John Gibson, President CUPE 454

GOODBYE AND THANK YOU JENNY-LYNN!



CUPE 454's Secretary, Jenny-Lynn Brake, is leaving the Delta Police Department. Since her election to Union Secretary in 2017, Jenny-Lynn has done a remarkable job, giving her time and sharing her expertise. She will be greatly missed by the 454 Executive and Staff.

We wish her well and all the best, in her new endeavors.

Good of the Union

Please let the Union know if a member is off sick or injured. Of new babies born or members retiring. Has a co-worker recently lost a family member?

Please let us know!

COMMUNITY AWARENESS INFO ON WHEELS 2019



On June 19th, Executive and Job Stewards took the CUPE BC Trailer to the Works Yard to serve up breakfast and later, served up lunch at Rotary Park. Many members came out for a bite to eat and to listen to the President's message.

MEMBERSHIP MEETING SCHEDULE

CUPE Membership Meetings are held at the CUPE 454 Office unless otherwise stated. They begin at 5:15 p.m. and last approximately 1 to 1.5 hours. There is food and a \$45.40 draw at every meeting.

Come out and get to know your union leaders and members!

September 18

October 16

November 20

December 18

IMPORTANT DATES

September 30—Orange Shirt Day

Orange Shirt Day honors the legacy of Residential Schools, Survivors, Intergenerational Survivors and those that did not survive as an act of Reconciliation. Orange Shirt Day grew out of a former student's account of having her brand-new orange shirt taken away on her first day of school. <http://www.orangeshirtday.org/phyllis-story.html> Wearing an Orange Shirt is meant to recognize the harm done to Residential School students, and show a commitment to the principle that every child matters.

October 7 to 11—CUPE National Convention , Montreal, Quebec

The local is sending the following delegates: John Gibson, Jeff Kirkbride, Kathleen Chan and Nick Angrignon

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I am hopeful that this trend of exclusion will end and that the Metis will be accepted as Indigenous Peoples equal to the Inuit and First Nations, as it is written in Section 35 of the Constitution. I feel that by spreading the idea of Lateral Kindness far and wide, that the Metis will be seen as peace makers and noticed in a positive light.

I am so happy that there is now a Diversity seat on the executive of CUPE 454. This is a positive move, and I hope that there will be cultural sensitivity training offered for all levels of employees. This training should be mandatory for all employees of municipal government, the way it is in some health regions.

It is important to use education to boost understanding of diversity in our coworkers, our neighbours, and our customers.



Lee Fraser

“I am feeling hopeful for reconciliation and lateral kindness to continue in 2019.”

- Lee Fraser



Orange Shirt Day 2018—Winskill CUPE Members wore orange and showed their support. Let's do it again on September 30th!

Executive Member Liz Stockdale showing her CUPE 454 Pride at the Ladner Memorial Park Pride Picnic.

Executive Board & Job Stewards

President - John Gibson

Treasurer - Richard Carter

Secretary - Jenny-Lynn Brake

1st Vice-President - Tamara Laza

2nd Vice-President - Nick Angrignon

Executive at Large:

Inside - Kathleen Chan

Outside - Vacant

Parks - Jeff Kirkbride

Parks (Outside) - Gordon Klammer

Police - Liz Stockdale

Diversity - Jorge Cardoza

Chief Job Steward - Cherie Raines

Job Stewards:

Jeff Leclair

Manpreet Singh Lidder

John Schellenberg

Terri Contoli

Shelley Simpson

Pamela Hubbs

Greg Harrison

Mette Jensen

Mike Robinson

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SUMMER INSTITUTE FOR UNION WOMEN

Leading up to the Summer Institute a facilitator contacted me about what my expectations were for my core course, Advanced Leadership. I struggle with finding creative ways to build communication avenues with the members so I shared that with the facilitator. What I learned and what I can share with my brothers, sisters, friends is that our words have a huge impact on building communication lines. Language matters.

With the benefit of hindsight I can say that my eyes are now opened to behavioral patterns like the damages of micro-aggressions, the benefits of using my pronouns, having courageous conversations and most importantly not turning away when others share their stories no matter how they break your heart.

I am sincerely grateful to the local for sending me to the Summer institute for Union Women. The value of educational opportunities like this cannot be understated. To quote *Tools for Change* by Margo Adair & Sharon Howell "Power is the ability to act – the more access to resources one has, the more options one has."

Liz Stockdale, Exec at Large – Police

When I was given the opportunity to attend the Summer Institute, I felt unsure about what to expect; staying on campus; interacting with other sisters from the Hawaiian Islands, California, Oregon, Washington State, Saskatoon and Manitoba; but it was truly an experience I will never forget. Listening to their experiences, their challenges, their struggles to be treated as equals really made me appreciate my life here in BC and the genuine support that I get from my sisters, brothers and friends every day.

Not only did we discuss our role as a leader, we also explored how to communicate in an ever-changing world; Islamophobia, Trans, Non-Binary, Women of Colour; hurdles that we sometimes forget, exist in our own day to day lives. We should love all of our diversities and cherish our freedom. Those few days opened my eyes and my heart, the experience was priceless.

Cherie Raines, Chief Job Steward

We're on the web:

www.454.cupe.ca

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-Cherie Raines, Chief Job Steward

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Job Steward and Executive Education Workshop on July 31 at the Coast Inn Tsawwassen . Back row, left to right: Rob Limongelli, Cherie Raines, Terri Contoli, Richard Carter, Gordon Klammer, Nick Angrignon. Middle row, left to right: Pamela Hubbs, Jeff Kirkbride, Kathleen Chan, Tamara Laza. Front row, left to right: Liz Stockdale, Shelley Simpson, John Gibson, Jenny-Lynn Brake, Mike Robinson and Jorge Cardoza.